



MID-WISCONSIN FEDERATED LIBRARY SYSTEM

112 Clinton St., Horicon, WI 53032 Phone: (920) 485-0833 1-800-660-6899 FAX: (920) 485-0899 Website: www.mwfls.org

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MWFLS System Board Meeting

Tuesday, April 28, 2015

Mid-Wisconsin Federated Library System, 112 Clinton St., Horicon, WI 53032

Present: Polly Edgar, Geri Feucht, Richard Greshay, Mark Hanson, Gary Morgenstern, Doug Rakowski, Ruth Schmitt, Sue Smith, Dan Stoffel filling in for Paul Ustruck.

Absent: Jane Colwin, Dwayne Morris

MWFLS Staff: Patrick Busch, Sue Cantrell, Heather Fischer, Dustin Foust, Jackie Jacak

Library Appointee: Gerard Saylor

Guest: Amy Becker, Alixe Bielot, Elizabeth Daniels, John Edgar, Jennifer Einwalter, Candy Graulich, Alex Harvancik, Roberta Olson, Joyce Nelson, Darlene Vosen

1. **Called to Order:** Meeting was called to order by Polly Edgar, vice president, at 6:00 p.m. The meeting was posted in accordance with open meetings law.
2. **Correspondence:** Letter from Hutchinson Memorial Library notifying MWFLS that they will be withdrawing from trio and Mid-Wisconsin Federated Library System effective January 1, 2016. Letters from Jefferson County boards terminating membership in trio effective January 1, 2016. A Public hearing notice from Jefferson County regarding the Jefferson County libraries leaving MWFLS.

Public Comment: Vosen spoke on behalf of Germantown Community Library in regard to the system effectiveness. She read the following statement, which was part of the 2014 annual report sent to the DPI: "The Germantown Community Library Board feels that the MWFLS has met the statutory mandates. However, this Board does have serious concerns regarding the recent automation migration; the contract that was negotiated, and issues that remained unresolved (Talking Tech) for a long period of time; the fact that a member county is seriously exploring joining another system; that increased costs were passed on to member libraries for services that had not been previously paid by libraries after local budgets had been passed on to municipalities, and finally that a member library chose not to be a part of the new consortium but rather to go back to being a stand-alone library. This Board feels that the best interests of our library have not been served during the past year."

Graulich, Director of Hustisford Community Library, addressed the board asking them not to consider selling the building until the future of the system has been determined.

Mevis, Director of Beaver Dam Community Library, addressed the board and guests informing them of the misinformation about Beaver Dam not joining the trio ILS. She noted that Beaver Dam Community Library has not left MWFLS and they are still part of the system. Beaver Dam did not join the MWFLS trio ILS. They choose to become a standalone due to the imbalance of resource

sharing. Beaver Dam library board felt this issue wasn't addressed in SHARE and that it wasn't going to be addressed in the new trio ILS. Mevis tried to present a 90 day moratorium to the MWFLS Director's Council group, but it did not pass.

3. **Approval of Agenda:** Cantrell requested that letter A of New Business be moved first under Unfinished Business. It was moved by Schmitt and seconded by Rakowski to approve the amended agenda. Motion carried by voice vote.
4. **Approval of Previous Minutes:** It was moved by Greshay and seconded by Rakowski that the February 24, 2015 minutes be approved. Motion carried by voice vote.
5. **Financial Reports:** It was moved by Smith and seconded by Stoffel to approve payment of the February/March 2015 computer checks in the amount of \$127,322.75, manual checks in the amount of \$559.01, and director requested reimbursement for \$293.25, for a total of \$128,175.01. Motion carried by roll call vote.
6. **Directors Report:** The WAPL conference will begin on May 7th. Winnefox Library System will be hosting a Trustee 101 workshop at Green Lake on May 12th. Cantrell highly recommends both events.
7. **Director's Council/trio Report:** Saylor reported the following items:
 - Saylor has received calls from several of the directors expressing concern about Hutchinson Memorial Library leaving MWFLS and going to South Central Library System.
 - Several member librarians would like to see a strategic planning process, which would focus on the future of Washington and Dodge counties possibly merging with another system or moving as individual counties.
8. **Technology Report:** Foust noted that trio is becoming more stable every day. The techs have also started working on a bulk computer purchase order for the libraries.
9. **Finance Committee Report:** The proposed 2016 budget has a \$126,641.00 deficit. Jacak reviewed the ideas presented to cover the deficit which are: close the building and system staff work from home, eliminate mileage reimbursements (this would include MWFLS staff, library staff, trustees), eliminate copy machine, eliminate library grants, reduce MWFLS employee hours by 4 hours per week, reduce MWFLS employee wages by 10%, MWFLS employees pay 20% of their health insurance cost, MWFLS would drop employee health insurance, eliminate MWFLS staff.
10. **Future Options for MWFLS:** Cantrell moved this agenda item up, to help with future agenda item discussions. At this time, Cantrell informed the board that she will be retiring at the end of December or early January. At this time she does not have a definite date. By the next board meeting she will have a definite date.

Cantrell reviewed the history of the system and some of the problems such as: misinformation about the system not being financially responsible, MWFLS staff not being treated professionally, library complaints heard second hand but not shared at the system level, librarians were allowed to have a vote in some of the financial decisions.

Cantrell conveyed on behalf of the staff that they would like the board to consider a retention package to retain MWFLS employees until December of 2015. The staff would like the board to



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provide them with a decision by May 15, 2015. At this time, Cantrell allowed the employees to address the board with their concerns. The staff is concerned about the financial stability of the

system moving forward and the relationship with the member librarians. Hanson stated he agrees by looking at the 2016 budget the system cannot sustain itself into the future. Stoffel agreed that the system cannot sustain itself or the system staff.

With these changes of events Cantrell suggested the board start formulating an exit plan rather than a strategic plan. There are two options for Dodge and Washington counties: the system can merge with another system and the two counties stay intact, or they can leave as individual counties such as Jefferson did. Cantrell has spoken with John DeBacher at the State DPI and he is aware of the situation at MWFLS. He will provide guidance to help place Dodge and Washington counties and make sure they continue to receive services. If the system continues into 2016, an interim director/consultant will need to be hired in.

Hanson conveyed that two separate motions will need to be made; one addressing the MWFLS board meeting with the library directors and one to address the employee retention package issue.

After a lengthy discussion, the board agreed that the Executive Committee plus Rakowski and Stoffel would meet on May 5, 2015 at 5:00 p.m. in closed session to discuss the employee staff retention package. They will then convene into open session and bring a recommendation to the full board. It was agreed that staff negotiations would also occur during closed session.

It was moved by Hanson and seconded by Schmitt that the Executive Council plus Rakowski and Stoffel will meet in closed session May 5, 2015 at 5:00 p.m. to formulate a severance package for MWFLS staff.

Motion carried by voice vote, all in favor.

Rakowski would like to see the board and library directors start working together to move the system forward. Schmitt would like to see the MWFLS board and the directors get together and start discussing what they would like to do moving forward. The board agreed that they will have a joint meeting with the directors on Thursday, May 14, 2015 at the May Director's Council meeting. Feucht asked if Cantrell could contact John DeBacher at the State DPI to see if he could attend this meeting as well.

It was moved by Edgar and seconded by Schmitt to meet with directors at the May 14, 2015 Director's Council meeting at 9:30 a.m. Motion carried by voice vote, all in favor.

11. **Next Meeting Date:** The Executive Committee will meet at 5:00 p.m. followed by a special board meeting starting at 6:00 p.m. on Tuesday, May 5, 2015.
12. **Adjourn:** It was moved by Hanson and seconded by Schmitt to adjourn the meeting at 8:27 p.m.

